

Occupational Groups for Compensation Units 1 & 2

Below is a chart that shows each of the nine occupational groups, the new pay schedules that apply to each group and sample job titles – the series code appears in parentheses after the job title. The website www.dcop.dc.gov contains a complete list of all series codes and job titles for each of the nine occupational groups. Please note that there is one schedule (X01) that is common across five occupational groups.

Occupational Group	New Pay Schedule(s)	Sample Job Titles Included in the Occupational Group
Clerical / Administrative	X03	Recreation Specialist (00188) Income Maintenance Clerk, Administrative Support Assistant/Aide, Clerical Assistant, Clerk, Customer Service Rep, Program Assistant (00303) Clerical Assistant, Info Receptionist (00304)
Corrections & Others	X04	Corrections Officers (00007) Chaplain (00060) Cellblock Processing Technician (00303) Police and Fire Communications Operator (00392)
Health Care	X05, X06	Public Health Outreach Worker, Epidemiologist (00601) Physician Assistant (00603) Practical Nurse, Registered Nurse (00620) Nursing Assistant (00621), Treatment Counselor (00640)
Information Technology	X01	Computer Specialist, Computer Programmer (00334)
Legal	X01	Law Clerk (00904) Hearing Examiner (00930) Paralegal Specialist (00950) Contract Rep, Business License Program Specialist (00962) Legal Instruments Examiner (00983) Legal Technician (00986)
Maintenance / Trades / Labor	X07 (RW, TG), X08 (LW), X09 (SW)	Telecomm Worker (02502), Wire Comm Cable Splicer (02504) Electrical Worker (02805) Machinist (03414) Custodian, Elevator Operator, Housekeeping Aide (03566) Plasterer (03605) Welder (03703) Sheet Metal Mechanic (03806)
Professional / Program Administration	X01, X02	Social Services Representative, Social Worker (00185) Librarian (01410) Accountant (00510) Tax Auditor (00511) Day Care Specialist (01703, 01710)
Protection & Enforcement	X01, X10	Paramedics, EMTs (00006) Corrections Officers (00007) Park Ranger (00025) Fingerprint Specialist / Technician (00072) Police Officer (00083) Guards, Police Assistant (00085)
Science & Engineering	X01	Civil Engineer (00802) Environmental Engineer (00819) Mechanical Engineer (00830)

Frequently Asked Questions

How were the nine occupational groups decided upon?

The nine occupational groups shown in the chart on the other side of this page are groupings that are commonly used by experts in the human resources field for classifying job titles, so they are more in line with what other leading area employers are using. These groups are generally based on the kind of work someone does.

How did my job series come to be placed in one of the nine occupational groups?

The Labor-Management Compensation Reform Task Force determined how jobs are assigned to the nine occupational groups by looking at the series code. This process involved careful review of job series and occupational groups.

If you have a question about your occupational group, please contact your Union Leader, Labor Liaison, or your agency's HR Advisor.

There are multiple pay schedules for my occupational group, the Maintenance/Trades/Labor group. How do I know which of the three schedules is mine?

Your personalized letter includes the number of your new pay schedule. Also, the new Maintenance/Trades/Labor schedules are set up the same way as before – so RW and TG pay rates are on schedule X07; LW pay rates are on schedule X08, and SW pay rates are on schedule X09.

Why are there five occupational groups on one schedule, X01?

The existing pay schedules for these occupations were consistent enough that we could consolidate them into a single new pay schedule.

Why are there multiple schedules in some of the Health Care, Professional / Program Administration, and the Protection & Enforcement occupational groups?

We still have multiple schedules in a few occupational groups because the pay differences in existing schedules did not allow us to collapse them into one at this time.

Where can I get more information about job series under each occupational group?

The job titles and series in the chart on the other side are just examples of a few positions in each group. The DC Office of Personnel website at www.dcop.dc.gov contains a comprehensive list of every job series under each of the nine occupational groups, arranged in series code order.

What other help is available to understand pay consolidation?

You can talk to your Union Leader, Labor Liaison or HR Advisor, or you can call the new **ASK DCOP** help line at **(202) 727-8832**. If you live outside the local calling area, you can call toll-free at 1 (866) 311-5641.

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